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Faculty Affairs Committee of the Academic Senate

Meeting Minutes

Friday, September 14, 2012, 10:30 am – noon, St. Mary's 113B

Present: J. Clarke (for L. Hartley), P. Donnelly (ex-officio), R. Frasca, H. Gerla, E. Hicks (co-chair)

Absent: P. Banerjee, C. Daprano, S. Hughes, A. Jipson, K. Kelly, C. Krane, P. McGreal, C. Merithew, K. Trick, K. Webb, student reps

1. The minutes of the March 29, 2012 and April 10, 2012 meeting were not approved because we did not have a quorum. They remain posted on the Porches Group for FAC.
2. Discussion of Revision to Description of Faculty Outside Employment and Additional Services proposal (Doc 12-10):
P. Donnelly gave a brief summary of the history and rationale of Doc 12-10, stressing that the proposal was a revision of an existing HR policy. The discussion included the following issues/concerns/clarifications:
 - a. The proposal addresses the outside employment and services of FULL TIME faculty only (tenured, tenure-track, lecturers, artists-in-residence, etc.).
 - b. Outside employment during the summer or non-contract periods is relevant because full-time faculty have benefits and access to university resources (offices, computers, network, etc.).
 - c. The average number of hours is taken from the AAUP guidelines and is the current practice of some units on campus. The intent of the statement ("In general, the time spent on these outside commitments should not exceed an average of eight hours per week" is to provide guidance without being too restrictive.
 - i. The benefits of such policy for faculty provide supervisors/administrators with a base line. The policy does allow for flexibility and suggests the average amount of time allotment (8 hours a week) for outside employment if approved.
 - d. The conflict of interest statement is very broad and ambiguous. The suggestion was made to include some examples of commonly occurring situations (such as small-scale, infrequent consulting) that could be covered by a single annual approval.
 - e. The revised letter C should be expanded to include situations beyond licensure and accreditation.
 - f. What is the role of academic freedom in outside employment? Will philosophical/religious aspects be a factor in approvals? Should the policy include some disclaimers?
 - g. An outside employment policy needs to exist to avoid legal challenges, such as competing institutions and companies.
 - h. Does the policy only cover compensated activities?
3. Actions for next meeting:
 - a. P. Donnelly will draft additional language to address academic freedom and other disclaimers
 - b. P. Donnelly and R. Frasca will draft additional language to provide examples of common

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- situations where conflict of interest would not be an issue
- c. H. Gerla will draft additional language about violations of contractual relationships
 - d. J. Clarke will draft additional language to reflect artistic endeavors in Letter C and elsewhere as appropriate.

The meeting adjourned at 11:48 am.

Respectfully submitted by Emily Hicks (in absence of P. Banerjee)